

**WVVA Television**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Morning Anchor/Producer	1-6, 12-15, 17-33, 35-40, 42-68	28
Sports Director	1-6, 9-10, 12-15, 17-27, 29-33, 35-40, 42-68	10
Meteorologist/MMJ	1-6, 11-15, 17-27, 29-33, 35-40, 42-68	48
Producer	1-6, 9, 12-15, 17-27, 29-33, 35-40, 42- 68	65
Multimedia Journalist	1-6, 10, 12-15, 17-22, 25-27, 29-33, 35- 40, 42-53, 55-68	10
Multimedia Journalist/Beckley	1-6, 11-15, 17-27, 29-33, 35-40, 42-53, 55-68	11
Master Control Operator	1-6, 10, 12-15, 17-27, 29-33, 35-40, 42- 53, 55-68	10
Traffic/Office Assistant	1-6, 12-15, 17-27, 29-40, 42-53, 55-68	34
Anchor/Assignment Mgr	1-6, 10, 12-15, 17-27, 29-33, 35-40, 42- 53, 55-57, 59-68	10
Sports Anchor/MMJ	1-6, 8, 12-19, 22-27, 29-33, 35-48, 50- 52, 54-55, 59-67	16
Master Control Operator	1-6, 10, 12-15, 18-19, 22-27, 29-48, 50- 52, 54-55, 59-67	34
Master Control Operator	1-6, 10, 12-15, 18-19, 22-27, 29-48, 50- 52, 54-55, 59-67	10
Multimedia Journalist	1-6, 12-15, 18-19, 22, 24-27, 29-33, 35- 48, 50-52, 54-55, 59-67	65
Multimedia Journalist/Beckley Bureau	1-6, 11-15, 18-19, 22-27, 29-33, 35-48, 50-52, 54-55, 59-67	11
Multimedia Journalist/Beckley Bureau	1-6, 11-15, 18-19, 22-27, 29-33, 35-48, 50-52, 54-55, 59-67	11
Producer/Anchor	1-7, 11-16, 18-19, 22-27, 29-33, 35-48, 50-52, 54-55, 59-60, 62-67	7
Social Media and Digital Content Manager	1-6, 10, 12-15, 18-19, 22-27, 29-33, 35- 48, 50-52, 54-55, 59-60, 62-67	10
Promotion Assistant	1-7, 9, 11-16, 18-19, 22, 24-27, 29-33, 35-48, 50-52, 54-55, 59-60, 62-67	11
Meteorologist/MMJ	1-6, 12-15, 18-19, 24-27, 29-33, 35-48, 50-52, 54-55, 59-60, 62-67	48

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American National University 421 Hilltop Drive Princeton, West Virginia 24739 Phone : 304-431-1600 Url : www.an.edu Email : pmitchem@an.edu Patricia Mitchem	N	0
2	American Sportscasters Association 225 Broadway Ste 2030 New York, New York 10007 Phone : 212-227-8080 Url : www.americansportscastersonline.com Email : LSchwa8918@aol.com Fax : 1-212-571-0556 Leo Schwartz	N	0
3	Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4545 Url : www.bluefield.edu Email : jmbohannan@bluefield.edu Jennifer Bohannan	N	0
4	Bluefield State College 219 Rock Street Bluefield, West Virginia 24701 Phone : 304-327-4011 Url : www.bluefieldstate.edu Email : tharrison@bluefieldstate.edu Tom Harrison	N	0
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Career Service	N	0
6	Concord University Career Services Box D112 Athens, West Virginia 24712 Phone : 304-384-6292 Url : www.concord.edu Email : plewis@concord.edu Phil Lewis	N	0

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7	Corporate Office	N	2
8	Corporate Recruiter	N	1
9	Current Employee	N	3
10	Current Employee/Internal Promotion	N	6
11	Employee Referral	N	7
12	Handshake 600 4th St. #113 San Francisco, California 94107 Phone : 304-324-0652 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Audrey Sluss Manual Posting	N	0
13	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-760-5334 Url : <a href="http://www.huntington.edu">www.huntington.edu</a> Email : <a href="mailto:awidener@huntington.edu">awidener@huntington.edu</a> Fax : 1-260-359-4249 Adam Widener  Prong 2 Start Date: 4/17/2007	Y	0
14	Illinois Media School 455 Eisenhower Ln S Ste 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Fax : 1-630-916-1764 Carl Jackson  Prong 2 Start Date: 10/25/2010	Y	0
15	Indeed 6433 Champion Grandview Way Austin , Texas Phone : 1-800-462-5842 Url : <a href="http://indeed.com">indeed.com</a> Robert Faulkner Manual Posting	N	0
16	Indeed.com	N	3

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17	KBJR/KDLH TV 246 lake Ave. Duluth, Minnesota 55802 Phone : 218-720-9658 Url : www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
18	KTIV-TV 3135 Floyd Boulevard Sioux City, Iowa 51108 Phone : 712-239-4100 Url : www.ktiv.com Email : tlaunsby@ktiv.com Fax : 1-712-239-2621 Tracy Launsby	N	0
19	KTTC 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Url : www.kttc.com Email : Jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0
20	KVOA Television Inc. PO Box 5188 Tuscon , Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
21	KWWL-TV 500 East Fourth Waterloo, Iowa 50703 Phone : 319-291-1200 Url : www.kwwl.com Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	0

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22	Medialine P O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
23	Mercer County Technical Education Center 1397 Stafford Drive Princeton, West Virginia 24740 Phone : 304-425-9551 Fax : 1-304-425-0833 Lee Clark	N	0
24	Missouri School of Journalism 215 A Reyonolds Journalism Inst. Columbia, Missouri 65211 Phone : 573-884-1909 Url : www.missouri.edu Email : career@missouri.edu Laura Redfield-Jacobs	N	0
25	Mt Ebenezer Baptist Church 60 Missionary Church Rd Elkhorn, West Virginia 24831 Phone : 304-862-3822 Timothy Hairston Manual Posting  Prong 2 Start Date: 6/30/2005	Y	0
26	NAACP Att: Rev. Charles Collins 1048 Greenbrier St. Bluefield, West Virginia 24701 Phone : 304-323-3383 Career Service Manual Posting	N	0
27	NAB Career Center 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Url : www.nab.org Email : nabef@nab.org Yewande Akimleye	N	0
28	Non-Employee Referral	N	1

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29	Northwestern University/Medill McCormick Foundation Ctr Room 4-129 Evanston, Illinois 60208 Phone : 847-467-1459 Email : k-springen@northwestern.edu Karen Springen	N	0
30	Ohio University Scripps College of Communications RTVC Building 497 Athens, Ohio 45701 Phone : 740-593-2909 Url : www.ohio.edu Fax : 1-740-593-0459 Sarah Steenrod Manual Posting	N	0
31	Ohio/Illinois Center for Broadcasting 9885 Rockside Rd Ste 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Url : www.beonair.com Email : jhardy@beonair.com Fax : 1-216-442-9232 Janaice Hannah-Hardy  Prong 2 Start Date: 4/17/2007	Y	0
32	Penn State University Dept. of Meteorology 503 Walker Building University Park, Pennsylvania 16802-5013 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	0
33	Penn State University 124 bank of America Carer Services Center University Park, Pennsylvania 16802 Phone : 814-865-4628 Barbara Holmes Manual Posting	N	0
34	Previous Applicant	N	2

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35	Princeton-Mercer County Chamber of Commerce 1522 N Walker St Princeton, West Virginia 24740 Phone : 304-487-1502 Url : www.pmccc.com Email : pmcccassistant@gmail.com Fax : 1-304-425-0227 Lindsay Strader	N	0
36	Quincy Media P O Box 909 Quincy, Illinois 62306 Phone : 217-221-3418 Url : www.careersatquincy.com Email : lvanness@quincymedia.com Fax : 1-217-221-3418 Lesley Van Ness	N	0
37	Radford University P O Box 6901 Radford, Virginia 24142 Phone : 540-831-5373 Url : www.radford.edu Email : vgarnand@radford.edu Fax : 1-540-831-5374 Dr. Kathryn Jordan	N	0
38	Scott Street Baptist Church 128 Clifford Street Bluefield, West Virginia 24701 Phone : 304-327-8441 Rev. Garry Moore Manual Posting	N	0
39	Shaw University 118 E South Street Raleigh, North Carolina 27601 Phone : 919-278-2672 Url : www.shawuniversity.edu Email : careerdevelopment@shawu.edu Phyllis Hilliard	N	0

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40	Southwest VA Community College P O Box SVCC Richlands, Virginia 24641 Phone : 276-964-7545 Url : www.sw.edu/career Email : careers@sw.edu Fax : 1-276-964-7744 Jennifer Whisenhunt	N	0
41	STAA Box 1024 Del Mar, California 92014 Phone : 949-648-STAA Url : www.staalent.com Email : jon@staatalent.com Jon Chelesnik	N	0
42	TV Jobs P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
43	University of Advancing Technology 2625 W Baseline Rd Tempe, Arizona 85283 Phone : 480-351-7877 Url : www.uat.edu Email : hjacobson@uat.edu Fax : 1-602-383-8222 Heidi Jacobson  Prong 2 Start Date: 4/17/2007	Y	0
44	University of CO Boulder Folsum Stadium Ste 110 Boulder, Colorado 80309 Phone : 3034925480 Url : www.colorado.edu/cmci Email : christine.mahoney@colorado.edu Christine Mahoney  Prong 2 Start Date: 2/27/2018	Y	0

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45	University of Oregon 1228 University of Oregon Eugene, Oregon 97403 Phone : 541-346-4091 Url : www.uoregon.edu Email : cnisser@uoregon.edu Charlotte Nisser  Prong 2 Start Date: 4/17/2007	Y	0
46	VA Dept of Rehabilitative Services 113 Short Street Ste 2 Pounding Mill, Virginia 24637 Phone : 276-963-1028 Email : Mary.Smith@dars.virginia.gov Mary Smith  Prong 2 Start Date: 10/1/2010	Y	0
47	VA Employment Commission 800 E Main St Ste 200 Wytheville, Virginia 24382 Phone : 276-228-4051 Email : john.cale@vec.virginia.gov John Cale  Prong 2 Start Date: 2/4/2014	Y	0
48	Virginia Tech Henderson Hall 3rd Floor Blacksburg, Virginia 24061 Phone : 540-231-6241 Url : www.career.vt.edu Fax : 1-540-231-8018 Career Service Manual Posting	N	2
49	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Url : www.waow.com Email : apasz kot@waow.com Fax : 1-715-848-0195 Aimee Paszkot	N	0

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50	WBNG TV 560 Columbia Dr. Johnson City, New York 13790 Phone : 607-729-8812 Url : www.wbng.com Email : cgarger@wbngtv.com Kate Garger	N	0
51	WEEK TV 2907 Springfield RD East Peoria, Illinois 61611 Phone : 309-698-2525 Url : www.week.com Email : mshawgo@week.com Mary Shawgo	N	0
52	WGEM-TV P O Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Url : www.wgem.com Email : tstutheit@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0
53	WKOW-TV 5727 Tokay Boulevard Madison, Wisconsin 53719 Phone : 608-274-1234 Url : www.wkowtv.com Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
54	Work4WV Career Center 195 Davis St Ste 102 Princeton, West Virginia 24740 Phone : 304-425-1896 Url : www.workforcewv.org Email : ucmerc@wv.gov Unemployment Commission	N	0

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55	WPTA TV 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-471-7719 Url : www.wpta.com Email : vsundquist@wpta21.com Val Sundquist	N	0
56	WREX-TV P O Box 530 Rockford, Illinois 61105 Phone : 815-335-2213 Url : www.wrex.com Email : twessel@wrex.com Fax : 1-815-335-1002 Theresa Wessel	N	0
57	WSIL Television 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Url : wsil.com Email : btanner@wsiltelevision.com Bethany Tanner	N	0
58	WSJV-TV P O Box 28 South Bend, Indiana 46624 Phone : 574-343-5310 Url : www.fox28.com Email : amoubray@quincymedia.com Fax : 1-574-294-1267 Amber Moubray	N	0
59	WV Broadcasters Association 140 Seventh Avenue S Charleston, West Virginia 25303 Phone : 304-744-2143 Url : www.wvba.com Michele Crist Manual Posting	N	0

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60	WV Division of Rehabilitative Serv. 195 Davis St Princeton, West Virginia 24739 Phone : 304-425-1256 Email : margie.c.cordle@wv.gov Margie Cordle  Prong 2 Start Date: 6/19/2012	Y	0
61	WV State University 216 Wallace Hall Institute, West Virginia 25112 Phone : 800-987-2112 Url : <a href="http://wvstateu.edu/administrative/office-career-a">http://wvstateu.edu/administrative/office-career-a</a> Jackie Sweeley Manual Posting	N	0
62	WV Veterans Employment Training Capitol Complex, Room 112F 112 California Ave Charleston, West Virginia 25305 Phone : 304-558-4001 Email : schoolcraft.jeffrey@dol.gov Jeffrey Schoolcraft	N	0
63	WV Veterans Employment Training Service Capitol Complex Rm 112F 112 California Ave Charleston , West Virginia 25305 Phone : 304-558-4001 Email : stiles.cheryl.a@dol.gov Cheryl Stiles	N	0
64	WVU Career Services Ctr P O Box 6008 Morgantown, West Virginia 26506-6008 Phone : 304-293-2221 Url : <a href="http://www.wvu.edu">www.wvu.edu</a> Sarah Glenn Manual Posting	N	0
65	WVVA -TV & WVVA.COM 3052 Big Laurel Hghwy Bluefield, West Virginia 24701 Phone : 304-324-0654 Url : <a href="http://www.wvva.com">www.wvva.com</a> Email : mbrandl@wvva.com Fax : 1-304-327-5586 Megan Brandl	N	5

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66	WVVA Bulletin Board 3052 Big Laurel Hghwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Audrey Sluss Manual Posting	N	0
67	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
68	WXOW-TV & WQOW-TV P O Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9969 Url : www.wxow.com Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>32</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	10/5/2021	Participation in events or programs sponsored by educational institutions	A Meteorologist spoke on October 5, 2021 and October 6, 2021 at Virginia Tech. First, spoke on October 5, 2021 on Advanced Multimedia Reporting which was a panel type discussion about how employee got into the business of broadcast meteorology. Employee also spoke on October 6, 2021 on Survey of Meteorology which discussed the job and what employee did in school.	1	Meteorologist	0.25
2	10/15/2021	Participation in events or programs sponsored by educational institutions	Virginia Tech's School of Communication's 4th Annual Multimedia Journalism Career & Internship Fair. The fair was held on Friday, October 15, 10 a.m.-1 p.m., in the Moss Arts Center.	3	GM/GSM Meteorologist Anchor Producer	0.25
3	11/1/2021	Participation in Job Fairs	Gray Television Virtual Visit to University of Kentucky, November 1, 2021. Our News Director attended this virtual meeting along with Gray TV regional news directors. Students and News Directors discussed career opportunities in the broadcast industry and at our individual stations.	1	News Director	0.25
4	2/17/2022	Provision of training to management	The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Licensee, LLC. On February 17, 2022. Office Manager/HR participated in the webinar presented by Joan Stewart of Wiley Rein, LLP.	1	Office Manager/HR	1.00
5	2/25/2022	Participation in events or programs sponsored by educational institutions	Gray Television Virtual Visit to West Virginia University, February 25, 2022. Our News Director, attended this virtual meeting along with Gray TV regional news directors. Students and News Directors discussed career opportunities in the broadcast industry and at our individual stations.	1	News Director	0.25

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6	2/25/2022	Participation in events or programs sponsored by educational institutions	Gray Television Virtual Visit to Syracuse University, February 25, 2022. Our News Director attended this virtual meeting along with Gray TV regional news directors. Students and News Directors discussed career opportunities in the broadcast industry and at our individual stations.	1	News Director	0.25
7	3/15/2022	Participation in events or programs sponsored by educational institutions	Mercer County Schools and Career Connections 2022 9th and 10th Grade Career Fair, March 15, 2022, Brushfork Armory, Bluefield, WV. Office Manager/HR, attended this fair speaking to students about educational requirements needed to prepare them for jobs and career opportunities available in the broadcast industry. She also discussed internship opportunities. An MMJ also participated in a brief talk to students as well.	2	Office Manager/HR Multimedia Journalist	0.25
8	3/16/2022	Participation in events or programs sponsored by educational institutions	Concord University Spring '22 Career Fair, Concord University, Athens, WV, March 16, 2022. Office Manager/HR and News Director attended this career fair speaking to students about career opportunities in the broadcast industry and at our station location. We also talked about and handed out information about our Future Focus Internship Program.	2	Office Manager/HR News Director	0.25
9	3/22/2022	Participation in events or programs sponsored by educational institutions	Penn State Department of Meteorology and Atmospheric Science Virtual Career event, March 22, 2022, 6-8. Meteorology Career Days is a departmental career fair. The career fair is designed to expose students at all academic levels (freshman through seniors at the undergraduate level and all graduate students) to the range of career opportunities available to them with a degree in meteorology and atmospheric science. News Director attended this virtual fair.	1	News Director	0.25

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10	4/2/2022	Provision of training to management	On April 2, 2022, GM/GSM, attended a seminar by the West Virginia Broadcasters Association and presented by Jackson Kelly PLLC on the requirements of the Federal Communication Commission's Equal Employment Opportunities regulation. This seminar focused on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination, and provided an update on other current matters affecting radio station management. The program materials are available at <a href="http://www.wvba.com">www.wvba.com</a> .	1	GM/GSM	1.00
11	4/6/2022	Participation in events or programs sponsored by educational institutions	Bluefield State College's 33rd Annual Spring, Employment, Recruitment, & Resources Fair, April 6, 2022, Bluefield State College campus Bluefield WV. Office Manager/HR and News Director talked to students about career opportunities in the broadcast industry as well as opportunities at our station location. We also talked about and handed out information about the Future Focus Internship Program.	2	Office Manager/HR News Director	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.25</b>